

| | | |
|--|--|-------------------------------------|
| Incumbent Worker Training Pilot Program | | Agency/Program #: 6602-01-I1 |
| | | Division: Workforce Services |
| | | Program: |
| Agency Name: | Department of Labor and Industry | |
| Agency Contact: | Tammy LaVigne | 444-3697 |
| LFC Contact: | Representative Hiner, Senator Bales, Senator Schmidt | |
| LFD Liaison: | Pam Joehler | 444-2722 |
| OBPP Liaison: | Joe Garza | 444-1334 |

Program or Project Description:

The legislature added \$500,000 state special revenue authority from the employment security account to implement a pilot program for incumbent worker training. The program is intended to provide training for skills necessary for specific economic opportunities and industrial expansion initiatives, and to provide training to upgrade the skills of currently employed workers at risk of being permanently laid off.

| Appropriation, Expenditure and Source | | | | |
|---------------------------------------|------------|------------|------------|------------|
| Fund Name: | 2008 | | 2009 | |
| | Approp. | Expended | Approp. | Expended |
| General Fund | | | | |
| State Special | | | | |
| Federal Funds | | | | |
| Total: | \$0 | \$0 | \$0 | \$0 |

Approp & Expenditure numbers are as of October 31, 2007

Goal(s):

See attached document from OBPP

Performance Measures :

- Wage gain of employee(s)
- Employment and retention of employee(s)
- Success of the business

| 2009 Biennium Significant Milestones: | | Completion Dates | |
|---------------------------------------|--|------------------|--------|
| | | Target | Actual |
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | | | |

Performance Report:

See attached document from OBPP

LFD Narrative:**EXECUTIVE CHANGES**

1. Changes to Goals/Initiatives: No
2. Changes to Performance Measures: No. However, the performance measures do not include any specific benchmark for evaluating performance.

LFD ASSESSMENT

1. Goal is measurable within the biennium: No
2. Progress toward goal: Warning - Performance measures and milestones are too vague to evaluate performance. Agency reported program startup activity, including advisory committee meetings and implementing pilot programs in three Montana cities.

APPROPRIATION ISSUES

1. Appropriation/Expenditures Provided: No
2. Other Appropriation Issues: None at this time

OPTIONS REGARDING GOAL/INITIATIVE AND PERFORMANCE MEASURES

1. Request specific goals, reporting frequency and reporting timeframe for each performance measure
2. Request meaningful milestones (i.e. how many pilot programs, by when?)



| Version | Date | Author |
|---------|---------|---------|
| AW-1 | 12/7/07 | Joehler |
| | | |
| | | |

| Change Description |
|--------------------|
| Add LFD narrative |
| |
| |



GOVERNOR'S OFFICE OF
BUDGET AND PROGRAM PLANNING

Goals/Objectives

Agency Contact: Tammy LaVigne | **Phone Number:** 444-3697 |
Agency Name: Department of Labor & Industry |
Division: Workforce Services Division |
Program (identify and briefly describe): The Incumbent Worker Training Pilot Program is a legislative request to address small employers who are typically not eligible for other programs, to bridge the training gap for incumbent workers and job needs. The program will provide access and funding for training services to small businesses with fewer than 20 employees. Other programs offered by the state are targeted to larger businesses or workers who are unemployed. This program targets those currently employed but with opportunities for career advancement or greater pay once training and/or certification is completed.

List a single goal and brief description:

Develop and maintain a high quality workforce system for Montana that supports and enhances the economic health of the existing business community and provides a career enhancement to the existing workforce.

Describe the performance measures related to this goal:

- Wage gain of employee(s)
- Employment, retention, and advancement of employee(s)
- Success of the business

List significant milestones and target dates to be completed in the 2009 Biennium:

- Implement pilot programs in Montana cities.
- Establish Advisory Committee.
- Review BEAR (Business Expansion and Retention Program) data collection.

Describe the current status of the measurements related to the goal:

- Pilot programs have been implemented in Livingston, Billings, and Lewistown.
- Advisory Committee has met twice in 2007.
- BEAR data collection is reported quarterly. First report will be available by December 31, 2007.